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<p>Tiivistelmä-Referat-Abstract</p> <p>The Signs of Safety method is a working method for assessing child welfare, devised by Australian social workers. A two-year project aiming to develop the procedure into a method applicable to Finnish child welfare, as well as to learn to use the method, was carried out by on Finnish Social Centre in southern Finland.</p> <p>The project also included an evaluation study, which analysed the development process by assessing how the development work succeeds at the actual workplace where the workload is heavy and working pace is hectic. Answers to the following questions were searched for: how do different employees accept the method, how was the method established into use, and what significance did the adopting process of the method have as regards the employees' maintenance of their working capacity.</p> <p>The study is process evaluation and, as a research paradigm, it entails both a constructivist and realistic evaluation method. The development project as a whole was evaluated with the help of project-assessment criteria deployed by the Finnish Centre for Health Promotion.</p> <p>All in all, the Signs of Safety project was a success: the Australian original was formed into a method applicable to Finnish circumstances. Nevertheless, when planning the process, one common problem in social work was ignored, that is, the large turnover of social workers and the resulting challenges to the development project. This had an impact on the final establishment of the method in everyday use.</p> <p>The social workers had different capabilities to try to test and apply the method. The employees who opposed the adoption of the method wanted change, but in order to internalise the method, they required an outside party to "give them a kick." Meanwhile, the adaptors were imprisoned in the daily monotony, subjected to constant hurry, and acted according to the old routine, largely discarding the new method. The social workers who had internalised the "only practice makes perfect" attitude were the ones who not only deployed the method but also revised it. Competent performers and experts used the method in a more courageous and applied way than fairly new workers or beginners who analysed the method but failed to mount the problems they encountered.</p> <p>In itself the project did not increase maintenance of working capacity, but as development work it constituted part of operations aiming at increased well-being and working capacity at work. It provided one possibility to reflect on work as well as to jointly consider what kind of activities could have longer-ranging impacts than the project did.</p>		
<p>Avainsanat-Nyckelord-Keywords</p> <p>maintenance of working capacity</p> <p>development of social work</p> <p>method in child protection work</p> <p>development work at social centre</p>		
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